



2015



Followership is Leadership

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21 Program Personnel with 100% participation overall (seasonals came in and left during the year)

The Indiana Dunes National Lakeshore Fire Management Program initiated The Challenge on March 10th, 2015 by outlining The Challenge and disseminating a copy of 'Unbroken' to each program member for a discussion later in the year. The AFMO lead the first of many activities on May 12th, 'Find the Seasonal'. Two weeks later the AFMO led the second activity, which was a two day 'Leadership Styles' training, and from that point on, each training was led by one of the engine crew members.

In early June the fire program, led by one of the GS-6 Lead Firefighters, put on S130/190 which went above and beyond the minimum requirements, including a two-day overnight field day requirement. On June 19th the program personnel met up for the day to discuss and revise the fire program's vision statement. The group came back together in July to continue discussions, led by the prevention/education technician and one of the GS-5's on the engine crew. On August 19th the entire program came together to discuss the book 'Unbroken', watch the movie and enjoy comradery with a potluck, which was facilitated and led by a GS-5 Senior Firefighter.

In early fall the fire staff put on L-280 for fire personnel and collateral duty firefighters in the park, again facilitated and led by a GS-5 on the engine crew. In October the staff reviewed the Cold Brook incident. This event was facilitated by a GS-5 on the engine crew.

All of our staff participated in all of these events unless they had previous family commitments or leave scheduled.

One endeavor our prevention/education technician thought of and took on was highlighting our prescribed fire program as part of the challenge. He worked alongside resource management personnel for over 3 months to capture footage, get interviews and put together a video to show the public via social media why we complete prescribed burns here at Indiana Dunes National Lakeshore. It had many shares and likes on Facebook and it is showcased at the Headquarters building of the National Lakeshore.

<https://drive.google.com/a/doi.gov/file/d/0B1JIDEb3GyxeVEJRb0xXanJEZDQ/view?usp=sharing>





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The Ignite Challenge, Followership is Leadership, allowed for creativity and innovation to be displayed in the events and activities that were created (see each supplemental write-up for details of the event) all the while including all of the aspects of duty, respect and Integrity. The 'find the seasonal' engaged the new seasonals into their new surroundings and put seasoned permanent staff, that don't normally work together, in a situation to find different types of communications than they are used to, to achieve success and 'find their hidden seasonal somewhere in the park. The 'leadership styles' training and activity started with classroom discussion on the first day, but then moved the training to a tactical situation in the field. The GS-4 seasonals had to use their leadership skills and styles to lead the rest of their team through a series of tactical missions to achieve success. The 130/190 course went above and beyond the normal 8 hour field day. The facilitator created this YouTube video to send to the students ahead of time to get their brain synced into the weekend field day scenario that they were going to be a part of.

<https://www.youtube.com/watch?v=jx1oEjkHp-M> Lastly, The facilitator of the book review took the book review to a much greater level, than just putting a couple questions together hoping for a couple of people to speak up. It was started with a team building exercise, followed by the book review, a review of the movie and then a potluck lunch that completed bringing the team together.

When the program took The Challenge in the spring, it was the hopes of the management staff to be able to supply the full gamut of the leadership courses at or near INDU. We were able to complete L-180 and L-280, L-380 is planned for 2016 and the local District IMT3 is planning on hosting L-381 in 2016. While a couple of the courses are still outstanding in 2015, this goal will be achieved for our personnel in the coming year. One of the final trainings was of the Cold Brook Rx review. It was planned to be completed right before INDU's fall prescribed fire season, so no one would be complacent going into the season, and to close out the Ignite the Spark Challenge for the fire program. Once again, it wasn't just a simple review of events. The facilitator used a projector to display actual pictures from the event, a sand table to recreate the day, a lined out timeline of events to review and he set it up in a role play event to put everyone in the room, right there at the edge of the spot fire, placing them in a leadership role – and asking them what would they do.

Throughout this year and during The Challenge numerous topics for future trainings came about from the fire service's future leaders. We will continue to push forward with these ideas as we enter 2016. We have secured ourselves as a training site for L-380 for May of 2016 that we will be able to get 4 of our staff that need the class. We will be hosting a Dude Fire Review (with 2 of the personnel that were on scene during that tragedy). Our GS-4 firefighter has created an orienteering training that was spurred because of the initial Ignite activity of the 'Find the Seasonal'. It is slated for March of 2016. We will complete discussions on INDU's Vision Statement when furloughed staff comes back to work. We have pages of teamwork, leadership and teambuilding activities that have come about from this Ignite the Spark Challenge, and we are looking forward to using them.

